

VII. JOB SERVICE

The Employment Development Department (EDD) Job Service program provides publicly funded labor exchange services to the state's job seekers and employers. As a labor exchange program, the primary mission of the Job Service is to assist job seekers in finding jobs and to assist employers in finding qualified workers. The Job Service also provides services designed to strengthen job seeker's job search skills and to overcome employment barriers. While millions of job seekers and employers are provided labor exchange services each year, only those job seekers that have been provided these more intensive employability services are tracked through the Performance Based Accountability (PBA) system.

A. DELIVERY SYSTEM

The Job Service program is State administered. Beginning in 1997, the Job Service program was provided through field offices or service points dispersed throughout the State, and was in the process of being integrated into the State's One-Stop system. Labor exchange functions are offered through the Internet-based California Job Opening Browse System (CalJOBS). Using CalJOBS, job seekers are able to browse job listings entered by employers, Job Service staff, or One-Stop staff; self-screen and apply directly for jobs or enter a resume for employer searches. Either directly or with staff assistance, employers are able to recruit workers by entering a job order or by searching job seeker resumes.

The Job Service program currently serves approximately one million job seekers and receives approximately 1.4 million job openings per year in the labor exchange function.

B. PARTICIPANT CHARACTERISTICS

Participating programs were asked to provide data to the PBA system on those participants whose date of program departure was between July 1, 1996 and June 30, 1997 (defined as the 1996-97 cohort). The job seekers included in the cohort were those that had participated in:

- Job Search Training Workshops;
- Job Finding Clubs;
- Intensive Services Program (for individuals with barriers to employment); and,
- Job Agent Program (for individuals with significant barriers to employment).

These services were provided by Job Service staff in either a group or case managed setting. The electronic records of participants in these services were extracted from the Program Activity Support System, a subsystem of CalJOBS.

Since these programs/services are either of a short duration, or ongoing, all training that began within the cohort year was considered completed in that same year. Therefore all of the 1996-97 Job Service cohort were considered "completers."

Each program included in these reports provided a data file on their participants for inclusion in the 1996-97 cohort. The individual participant records, as defined by unique Social Security Number, were examined with a series of internal and external validity checks (described in Chapter I). Some of the records that were initially submitted were removed as part of this process. The final 1996-97 cohort is shown in the right column of the table below.

**TABLE VII-1
JOB SERVICE 1996-97 COHORT**

Unique Social Security Numbers (SSNs)	SSNs Removed Due to:		Final Job Service Cohort
	Internal Checks	External Checks	
61,506	-149	-31	61,326

The demographic characteristics of Job Service's 1996-97 cohort are presented in the tables on the following page. In reviewing these tables, please keep the following in mind:

- The percentages may not add exactly to 100 due to the suppression of results based on four or fewer, including zero, records (as indicated by asterisks **) for confidentiality reasons.
- The percentages are based on the number of participant records with data for a given demographic characteristic. Therefore subgroup sizes (n) vary slightly among tables.
- Age was calculated from the reported date of birth to July 1, 1996 (the beginning of the cohort).
- The PBA system defined a set of standard data elements that were desired from all participating programs. Data that were not collected by a program's data systems in 1996-97, or were not provided to the PBA system, are noted by "NOT REPORTED."

Unique Characteristics of the Job Service Cohort

The majority of individuals in the 1996-97 Job Service cohort were female (63.6 percent) and economically disadvantaged (65.6 percent).

TABLE VII-2
JOB SERVICE 1996-97 COHORT DEMOGRAPHIC PROFILE

AGE (n=60,277)		GENDER (n=60,680)		ETHNICITY (n=58,201)	
Category	Percent	Category	Percent	Category	Percent
<18	0.9	Female	63.6	Asian	4.9
18-24	15.2	Male	36.4	Black	20.4
25-39	49.7			Filipino	1.7
40-54	28.7			Hispanic	36.9
55-64	4.9			Native American	1.1
65+	0.7			White	34.8
				Other	*,*

DISABILITY STATUS (n=59,447)		ECONOMICALLY DISADVANTAGED (n=60,879)		DISLOCATED WORKER	
Category	Percent	Category	Percent	Category	Percent
Yes	*,*	Yes	65.6	Yes	DATA NOT
No	100.0	No	34.4	No	REPORTED

DISPLACED HOMEMAKER		VETERAN (n=59,515)		BASIC SKILLS DEFICIENT	
Category	Percent	Category	Percent	Category	Percent
Yes	DATA NOT	Yes	8.8	Yes	DATA NOT
No	REPORTED	No	91.2	No	REPORTED

LIMITED ENGLISH PROFICIENCY		PRIOR EDUCATION ATTAINMENT (n=61,317)		NON-TRADITIONAL TRAINING	
Category	Percent	Category	Percent	Category	Percent
Yes	DATA NOT	<High School	33.4	Yes	DATA NOT
No	REPORTED	High School	45.1	No	REPORTED
		Graduate			
		13-15 Yrs	10.8		
		Asso. Degree	*,*		
		16 or more Yrs	10.8		

C. TRAINING/SERVICES PROVIDED

The Job Service program does not provide occupational training. All of Job Service's clients received other types of services, as described in the previous section. However, the services provided to the majority of Job Service's clients were not captured in detail in the "Type of Service" categories used in this second year report, shown in **Table VII-3**.

TABLE VII-3
TYPE OF SERVICES PROVIDED FOR THE 1996-97 JOB SERVICE COHORT

TYPE OF SERVICE	Number of Participants	Percent
Job Search/ Job Placement	48,571	79.2
Basic Skills/Employment	0	0.0
On-the-Job Training/Work Experience	0	0.0
Other Skills Training	12,755	20.8

Over two-thirds (68.5 percent) of the Job Service cohort was provided under eight hours of training/services, while another 31.5 percent participated in training/services that lasted between eight and 47 hours.

TABLE VII-4
AMOUNT OF TRAINING/SERVICES
PROVIDED TO 1996-97 JOB SERVICE COHORT

HOURS	Number of Participants	Percent
Under 8 Hours	41,992	68.5
8 to 47 Hours	19,334	31.5
48 to 191 Hours	**	*.*
192 to 383 Hours	**	*.*
384+ Hours	**	*.*

D. PERFORMANCE MEASURES

This section presents the program-wide summary of the 1996-97 Job Service cohort for each of the performance measures adopted by the PBA Committee. These measures are summarized in Chapter I and are described in detail in Appendix A.

EMPLOYMENT RATE MEASURES

There are two measures of employment rate presented in this second year report:

- Measure 1 Employment Rate: First Year After Program Participation, which is the found employed rate in the first year after program participation; and,
- Measure 2 Employment Rate: Second Year After Program Participation, which is the found employed rate for prior year's cohorts in their second year after program participation.

Measure 1 Employment Rate: First Year After Program Participation

Of the 1996-97 Job Service cohort, 74.2 percent were found in California Unemployment Insurance (UI)-covered employment in the first year after program participation. As summarized in **Figure VII-1**, this employment rate in the first year after program participation for the 1996-97 Job Service cohort was slightly lower than the rate of 77.3 percent in the first year after program participation for the 1995-96 cohort.

FIGURE VII-1
EMPLOYMENT RATE: FIRST YEAR AFTER PROGRAM PARTICIPATION

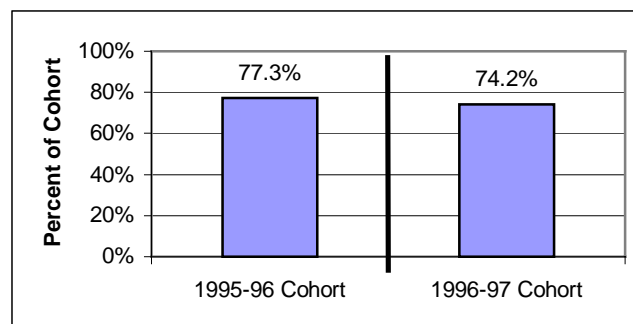


Table VII-5 presents the cumulative percent of both the current and prior year's cohorts that were found in California UI-covered employment in one, two, three, or all four quarters in the first year after program participation. In this second year of the PBA system, two additional employment databases were used to augment the found employed rate: U.S. Department of Defense's (DOD's) Active Duty Military Master File and U.S. Office of Personnel Management's (OPM's) Central Personnel Data Files. The bottom row of Table VII-5 presents the total of the 1996-97 program cohort found employed in all employment sources.

Note that in this and all subsequent tables, percentages referred to in the text or summary figures are shown in bold, and invalid cells are indicated by diagonal lines.

TABLE VII-5
MEASURE 1 EMPLOYMENT RATE¹: FIRST YEAR
AFTER PROGRAM PARTICIPATION

Number of Quarters Found After Program Participation	1995-96 Job Service Cohort		1996-97 Job Service Cohort	
	Number of Participants	Percent of Total	Number of Participants	Percent of Total
Four quarters (all four quarters after program participation)	18,737	39.9%	23,095	37.7%
Three quarters (any three of four quarters after program participation)	6,815	14.5%	8,673	14.1%
Two quarters (any two of four quarters after program participation)	5,517	11.8%	7,012	11.4%
One quarter (any one of four quarters after program participation)	5,189	11.1%	6,749	11.0%
EMPLOYED IN CA UI-COVERED EMPLOYMENT	36,258	77.3%	45,529	74.2%
TOTAL FOUND IN ALL EMPLOYMENT SOURCES			46,216	75.4%

Table VII-6 presents the percent of the 1996-97 Job Service program cohort that were found in each of the three employment sources reviewed. Less than one percent (0.2 percent) of the 1996-97 cohort was found in the DOD active duty employment database. Another 1.7 percent was found in OPM's employment database after program participation. Note that an individual participant could be found in more than one database, so the numbers in this table could represent a duplicative count.

TABLE VII-6
PERCENT FOUND IN EACH EMPLOYMENT SOURCE THE FIRST YEAR AFTER
PROGRAM PARTICIPATION
1996-97 JOB SERVICE COHORT

Source of Employment Data	Number of Participants	Percent of Total
California Employment Development Department-Base Wage Files	45,529	74.2
U.S. Department of Defense - Active Duty Military	121	0.2
U.S. Office of Personnel Management	1,018	1.7

¹ The California Unemployment Insurance (UI) and Base Wage databases do not include federal employees, self-employed individuals, certain public officials, some family and household domestic workers, workers while on strike, or persons not in the workforce.

Measure 2: Length of Employment Retention

For this second year of the PBA system, Measure 2 Employment Rate examined employment in the second year after program participation for the 1995-96 Job Service cohort.

The 1995-96 program cohort was divided into two groups depending on whether they were, or were not, found employed at the end of the first year after program participation (found in the fourth quarter, or +Q4). Note that the employment could be with any employer and was not restricted to the same employer as at the end of the first year.

As shown in **Figure VII-2**, the majority (95.6 percent) of those who were employed at the end of the first year after their program participation continued to be employed in the second year. Of those who were not found employed at the end of the first year, 41.6 percent were found employed in the second year.

FIGURE VII-2
EMPLOYMENT RATE: SECOND YEAR AFTER PROGRAM PARTICIPATION
1995-96 JOB SERVICE COHORT

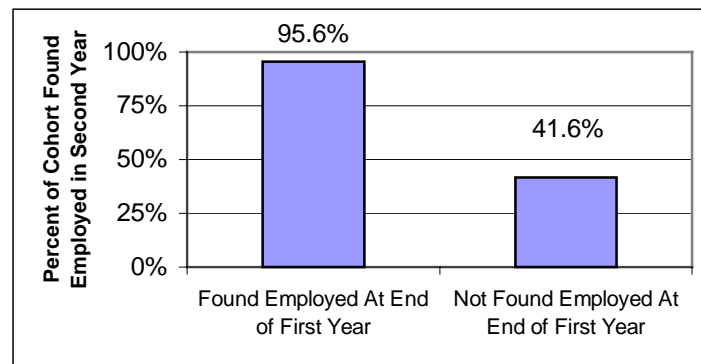


Table VII-7 presents the detail for Measure 2 Employment Rate: Second Year After Program Participation for the 1995-96 Job Service cohort. As shown in the table, 74.1 percent were found in CA UI-covered employment all or part of the second year after program participation. This represents a *decline* of 3.2 percent in the overall found employed rate of 77.3 percent for this same cohort during the first year after program participation (shown in Table VII-5).

TABLE VII-7
MEASURE 2 EMPLOYMENT RATE: SECOND YEAR AFTER PROGRAM
PARTICIPATION, 1995-96 JOB SERVICE COHORT

Status at the End of the First Year After Program Participation (+Q4)		Second Year After Program Participation							
Status	Number of Participants	Found Employed All 4 Quarters		Found Employed Less Than 4 Quarters		Found Employed in Any Quarter		Not Found	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Found Employed	28,293	19,828	70.1%	7,210	25.5%	27,038	95.6%	1,255	4.4%
Not Found Employed	18,609	1,809	9.7%	5,937	31.9%	7,746	41.6%	10,863	58.4%
Total	46,902	21,637	46.1%	13,147	28.0%	34,784	74.1%	12,118	25.8%

EARNINGS MEASURES

There are two measures of earnings:

- Measure 3 Earnings: Before and First Year After Program Participation, which examines the change in earnings from the year before program participation to the first year after program participation; and,
- Measure 4 Earnings: First and Second Year After Program Participation, which examines the earnings change from the first to the second year after program participation.

Note that all earnings in this report are adjusted to 1995 constant dollars, to permit meaningful comparisons from before to after program participation.

Measure 3 Earnings: Before and First Year After Program Participation

The operational definition of Measure 3, Earnings Before and After Program Participation, was changed between the first and second years of the PBA system. In this second year, the measure is designed to include information about all members of a cohort, both before and after program participation. This was accomplished by first dividing all members of a program cohort into one of four groups, depending on the amount of their earnings before program participation. Each of the before groups was then classified into four non-discrete (overlapping) sets, based on whether the participants were found employed and, if so, the number of quarters for which earnings were found in the first four quarters after program participation.

The four before program participation groups were:

1. Earnings Greater Than or Equal to Annual Minimum Wage Before: Individuals earning greater than or equal to the minimum wage in the year (four quarters) before program participation;
2. Earnings Less Than Annual Minimum Wage Before: Individuals earning less than full-time at minimum wage but greater than or equal to \$1 in the year (four quarters) before program participation;
3. Found in CA, Zero Earnings Before: Individuals found receiving UI, or eligible for AFDC or SSI/SSP, in the year before program participation, but with zero earnings in the year (four quarters); or,
4. Not Found in CA Before: Individuals not found in the California UI, Base Wage, or eligibility for AFDC or SSI/SSP, databases in the year (four quarters) before program participation.

The after program participation sets were:

1. Earnings All Four Quarters After: Individuals with earnings greater than \$1 in each of four quarters of the first year after program participation;
2. Earnings Any of the Four Quarters After: Individuals with earnings greater than \$1 in any one, two, three or four quarters of the first year after program participation (note that this also includes the Earnings All Four Quarters After set);
3. Found in CA, Zero Earnings All Four Quarters After: Individuals with no earnings (or total earnings less than \$1 in CA Base Wage file), but found receiving UI, or eligible for AFDC, or SSI/SSP in any quarter in the first year after program participation; or,
4. Not Found in CA After: Individuals not found in the California UI, Base Wage, or eligibility for AFDC or SSI/SSP, databases in the year (four quarters) after program participation.

Figure VII-3 presents a summary of Measure 3, focusing on the change in Earnings Any of the Four Quarters from before to the first year after program participation for the following three groups:

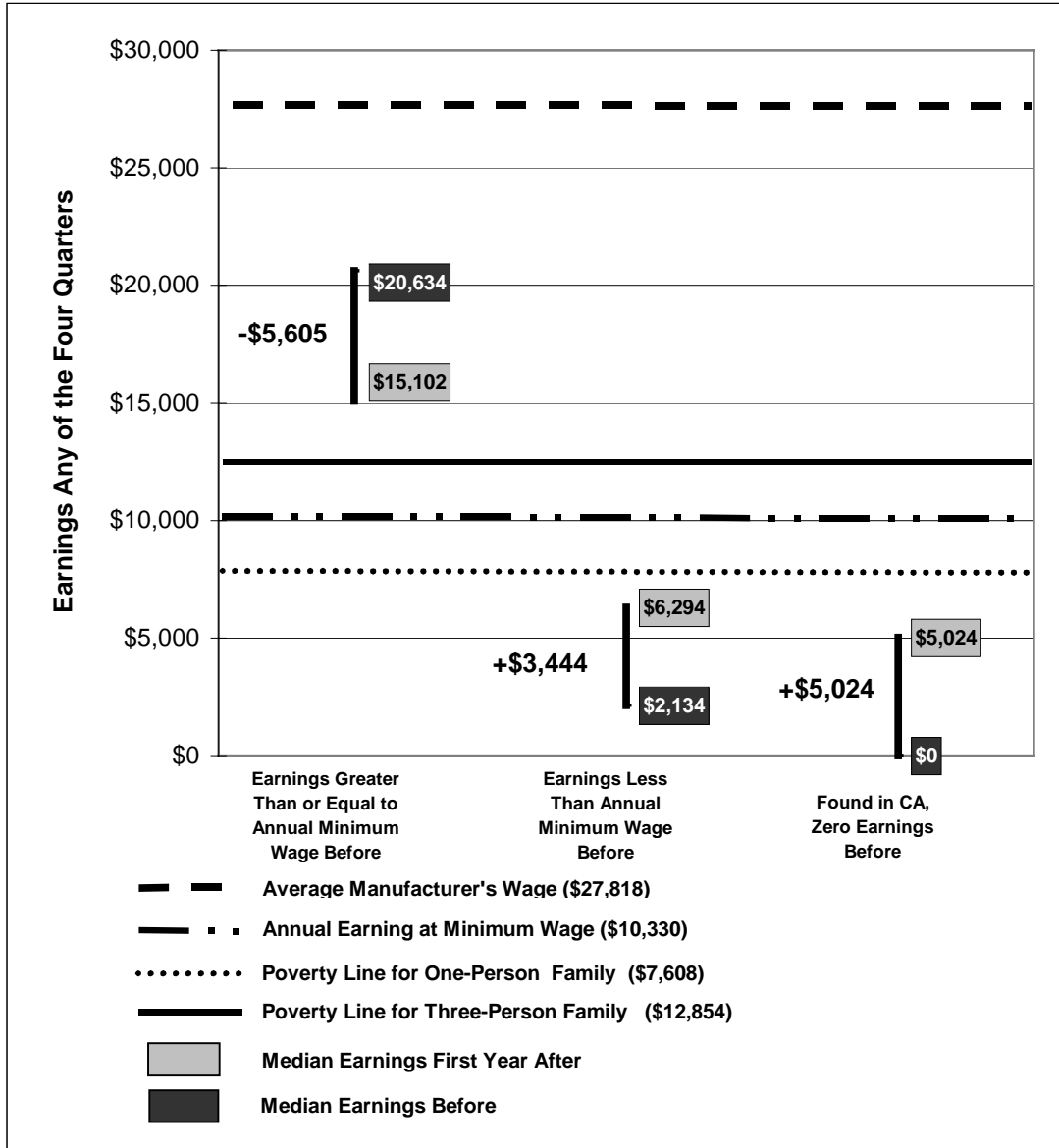
- Earnings Greater Than or Equal to Annual Minimum Wage Before;
- Earnings Less Than Annual Minimum Wage Before; and,
- Found in CA, Zero Earnings Before.

No earnings change can be calculated for the Not Found in CA Before group.

The Earnings Any of the Four Quarters After are presented benchmarked against four comparison earnings rates (described in Appendix A, Technical Appendix):

- Average annual wages for total manufacturing in California;
- California's minimum wage annual equivalent;
- The federal poverty guideline for a three-person family; and,
- The federal poverty guideline for a one-person family.

FIGURE VII-3
MEASURE 3 EARNINGS²: BEFORE AND FIRST YEAR AFTER PROGRAM
PARTICIPATION
1996-97 JOB SERVICE COHORT



² All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

Measure 3 Earnings results are presented in two separate sets of tables. **Table VII-8** presents the earnings for all four before program participation groups, and for the following three after program participation sets:

- Earnings Any of the Four Quarters After;
- Found in CA, Zero Earnings All Four Quarters After; and,
- Not Found in CA After.

Table VII-9 presents the earnings for all four before program participation groups, and for the Earnings All Four Quarters After set only. The reason for presenting these after measures on separate tables is that the full cohort is found in the first three sets, while the Earnings All Four Quarters After set is a subset of the Earnings Any of the Four Quarters After set.

Table VII-8 shows that within the Job Service cohort, 20.0 percent had earnings greater than or equal to the minimum wage, and 34.5 percent had earnings less than the minimum wage before program participation. The remainder either had zero earnings, or were not found. Persons with zero earnings before program participation had the largest increase in earnings (\$5,024).

However, persons with earnings greater than minimum wage before program participation had higher median wages after program participation than any other group (\$15,102).

Note that there were 17,569 members, or 28.6 percent, of the total Job Service cohort who were either found with zero earnings, or not found, before program participation and who were found employed after program participation.

TABLE VII-8
MEASURE 3 EARNINGS³: BEFORE AND FIRST YEAR AFTER PROGRAM PARTICIPATION
1996-97 JOB SERVICE COHORT

BEFORE PROGRAM PARTICIPATION GROUP	JOB SERVICE COHORT		FIRST YEAR AFTER PROGRAM PARTICIPATION SETS									
	Number	Percent	Earnings Any of the Four Quarters				Found in CA, Zero Earnings all Four Quarters				Not Found in CA	
			Number	Median Earnings Before	Median Earnings First Year After	Median Change	Number	Median Earnings Before	Median Earnings First Year After	Median Change	Number	Median Earnings Before
Earnings Greater Than or Equal to Annual Minimum Wage	12,287	20.0%	10,486	\$20,634	\$15,102	-\$5,605	1,412	\$22,665	\$0	-\$22,665	389	\$17,514
Earnings Less than Annual Minimum Wage	21,183	34.5%	17,474	\$2,134	\$6,294	\$3,444	2,554	\$1,401	\$0	-\$1,401	1,155	\$1,345
Found in CA, Zero Earnings	20,704	33.8%	13,327	\$0	\$5,024	\$5,024	6,589	\$0	\$0		788	\$0
Not Found in CA	7,152	11.7%	4,242		\$7,200		477		\$0		2,433	
TOTAL:	61,326		45,529				11,032				4,765	
COMPARISON (ANNUAL) EARNING RATES												
Average Manufacturer's Wage ⁴			\$27,818									
Minimum Wage ⁵			\$10,330									
Poverty Line (Three-person family) ⁶			\$12,854									
Poverty Line (One-person family) ⁷			\$7,608									

³ All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

⁴ Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

⁵ Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

⁶ Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

⁷ Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

The change in earnings from before to after program participation was larger for the set of participants found with earnings all four quarters the first year after program participation, as might be expected. **Table VII-9** indicates that persons with earnings less than minimum wage before, and employed all four quarters after program participation, had a median earnings increase of \$7,752. Persons who had earnings less than minimum wage before, but earnings any of the four quarters after program participation, had a median earnings increase of \$3,444 (shown in Table VII-8).

TABLE VII-9
MEASURE 3 EARNINGS⁸: BEFORE AND FIRST YEAR AFTER PROGRAM
PARTICIPATION
FOR EARNINGS ALL FOUR QUARTERS AFTER SET ONLY
1996-97 JOB SERVICE COHORT

BEFORE PROGRAM PARTICIPATION GROUP	EARNINGS ALL FOUR QUARTERS AFTER PROGRAM PARTICIPATION			
	Number	Median Earnings Before	Median Earnings After	Median Change
Earnings Greater Than or Equal to Annual Minimum Wage	6,262	\$20,243	\$20,729	-\$354
Earnings Less than Annual Minimum Wage	8,941	\$2,540	\$10,640	\$7,752
Found in CA, Zero Earnings	5,876	\$0	\$10,015	\$10,015
Not Found in CA	2,016		\$13,463	
COMPARISON EARNING RATES				
Average Manufacturer's Wage ⁹			\$27,818	
Minimum Wage ¹⁰			\$10,330	
Poverty Line (Three-person family) ¹¹			\$12,854	
Poverty Line (One-person family) ¹²			\$7,608	

⁸ All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

⁹ Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

¹⁰ Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

¹¹ Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

¹² Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

Measure 4 Earnings: First and Second Year After Program Participation

For this second year of the PBA system, Measure 4 examined earnings change from the first to the second year after program participation for the 1995-96 cohort.

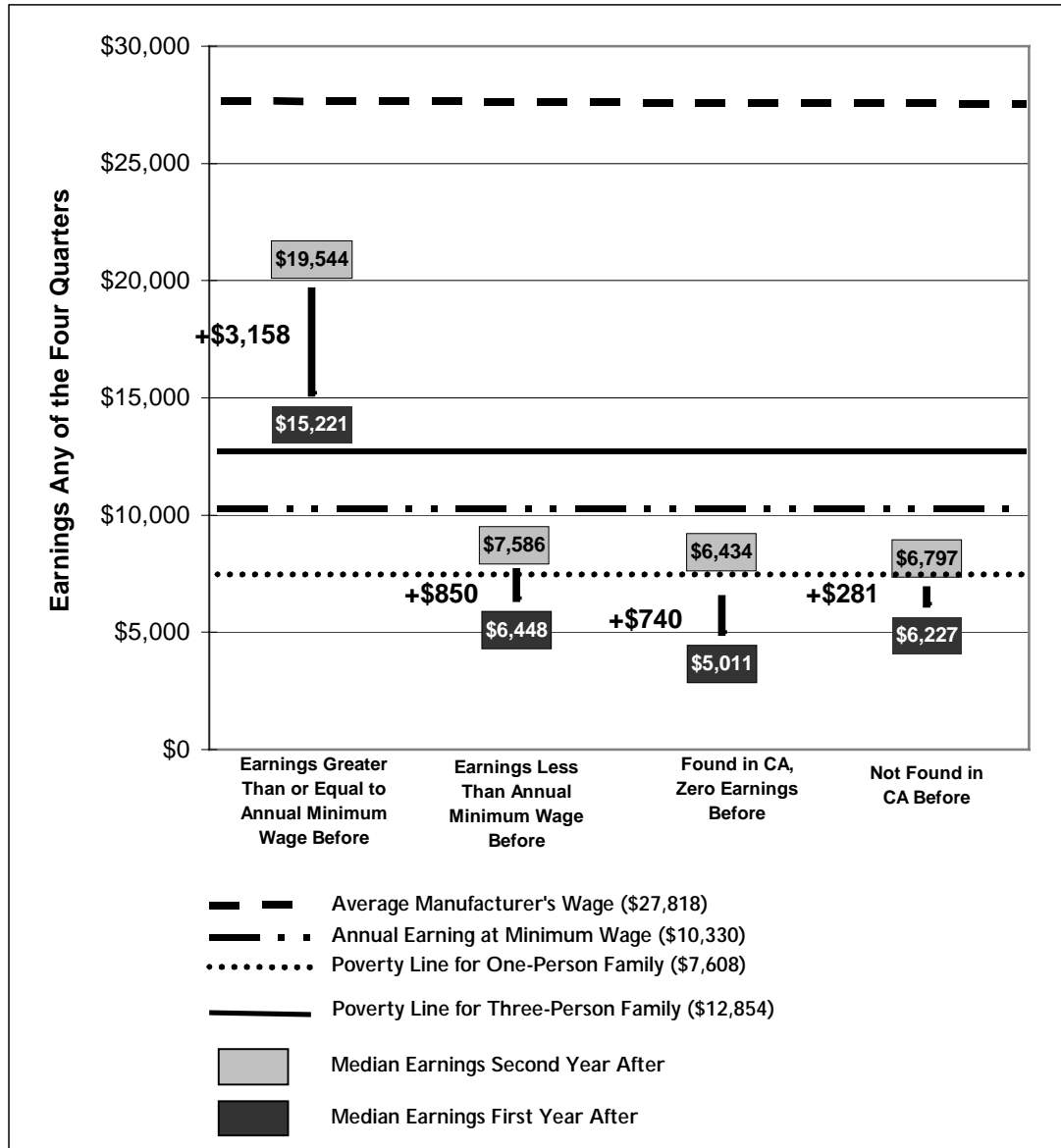
As was defined earlier in the Measure 3 discussion, the entire 1995-96 cohort was divided into four before program participation groups (based on labor market experience and found status), and four after program participation sets. Measure 4 was based on the change in earnings from the first year after program participation (+Q1 through +Q4) to the second year after program participation (+Q5 through +Q8).

Figure VII-4 presents a summary of Measure 4, focusing on the change in Earnings Any of the Four Quarters from the first year to the second year after program participation for the following four groups:

- Earnings Greater Than or Equal to Annual Minimum Wage Before;
- Earnings Less Than Annual Minimum Wage Before;
- Found in CA, Zero Earnings Before; and,
- Not Found in CA Before.

As shown, the 1995-96 Job Service cohort generally earned more in the second year after program participation, as evidenced by the positive median change in earnings from the First Year After to the Second Year After.

FIGURE VII-4
MEASURE 4 EARNINGS¹³: FIRST AND SECOND YEAR AFTER PROGRAM
PARTICIPATION
1995-96 JOB SERVICE COHORT



¹³ All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

Similar to Measure 3, Measure 4 Earnings results are presented in two separate sets of tables. **Table VII-10** presents the median earnings before program participation, as well as the median earnings in the first and second years after program participation for all four before program participation groups, and for the following three after program participation sets:

- Earnings Any of the Four Quarters After;
- Found in CA, Zero Earnings All Four Quarters After; and,
- Not Found in CA After.

Table VII-11 presents the earnings for all four before program participation groups, and for the Earnings All Four Quarters After set only. The reason for presenting these after measures on separate tables is that the full program cohort is found in the first three sets, while the Earnings All Four Quarters After set is a subset of the Earnings Any of the Four Quarters After set.

As shown in **Table VII-10**, those members of the Job Service cohort who were found with Earnings Any of the Four Quarters, the median change in earnings from the first to the second year after program participation ranged from \$281 to \$3,158.

TABLE VII-10
MEASURE 4 EARNINGS¹⁴: FIRST TO SECOND YEAR AFTER PROGRAM PARTICIPATION
1995-96 JOB SERVICE COHORT

BEFORE PROGRAM PARTICIPATION GROUP	JOB SERVICES COHORT		FIRST YEAR AFTER PROGRAM PARTICIPATION SETS												
			Earnings Any of the Four Quarters					Found in CA, Zero Earnings all Four Quarters					Not Found in CA		
	Number	Percent	Number	Median Earnings Before	Median Earnings First Year After	Median Earnings Second Year After	Median Change Second to First Year	Number	Median Earnings Before	Median Earnings First Year After	Median Earnings Second Year After	Median Change Second to First Year	Number	Median Earnings Before	Median Earnings Second Year After
Earnings Greater Than or Equal to Annual Minimum Wage	12,462	26.6%	10,742	\$20,897	\$15,221	\$19,544	\$3,158	1,224	\$24,992	\$0	\$0		496	\$20,330	\$0
Earnings Less than Annual Minimum Wage	16,665	35.5%	13,940	\$2,459	\$6,448	\$7,586	\$850	1,315	\$1,729	\$0	\$0		1,410	\$1,360	\$0
Found in CA, Zero Earnings	9,301	19.8%	6,058	\$0	\$5,011	\$6,434	\$740	2,814			\$0		429		\$0
Not Found in CA	8,474	18.1%	5,518		\$6,227	\$6,797	\$281	312			\$0		2,644		\$0
TOTAL:	46,902		36,258										4,979		
COMPARISON EARNING RATES															
First Year After (1996-97)								Second Year After (1997-98)							
Average Manufacturer's Wage ¹⁵								\$27,305							
Minimum Wage ¹⁶								\$9,744							
Poverty Line (Three-person family) ¹⁷								\$12,801							
Poverty Line (One-person family) ¹⁸								\$7,633							

¹⁴ All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

¹⁵ Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

¹⁶ Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

¹⁷ Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

¹⁸ Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

Participants who were found with Earnings All Four Quarters both the first and the second year after program participation had a median change in earnings that ranged from \$740 to \$2,302 (Table VII-11).

TABLE VII-11
MEASURE 4 EARNINGS¹⁹: FIRST AND SECOND YEAR AFTER PROGRAM
PARTICIPATION
FOR EARNINGS ALL FOUR QUARTERS AFTER SET ONLY
1995-96 JOB SERVICE COHORT

BEFORE PROGRAM PARTICIPATION GROUP	EARNINGS ALL FOUR QUARTERS FIRST YEAR AFTER PROGRAM PARTICIPATION SET				
	Number	Median Earnings Before	Median Earnings First Year After	Median Earnings Second Year After	Median Change Second to First Year
Earnings Greater Than or Equal to Annual Minimum Wage	6,500	\$20,200	\$20,382	\$22,977	\$2,302
Earnings Less than Annual Minimum Wage	7,164	\$2,904	\$10,916	\$11,815	\$1,006
Found in CA, Zero Earnings	2,700	\$0	\$5,011	\$6,434	\$740
Not Found in CA	2,373		\$12,745	\$13,201	\$1,191
COMPARISON EARNING RATES					
	First Year After (1996-97)		Second Year After (1997-98)		
Average Manufacturer's Wage ²⁰	\$27,305		\$27,818		
Minimum Wage ²¹	\$9,744		\$10,330		
Poverty Line (Three-person family) ²²	\$12,801		\$12,854		
Poverty Line (One-person family) ²³	\$7,633		\$7,608		

Measure 5: Change in Unemployment Insurance (UI) Status

The purpose of this measure was to examine the impact of workforce preparation programs on persons who were receiving California Unemployment Insurance (UI) before program participation. In this report, the Job Service program cohort was divided into two before program participation groups and two after program participation groups. Both groups were defined based on whether they had or had not received CA UI payments at any time in the year before or after program participation.

¹⁹ All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

²⁰ Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

²¹ Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

²² Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

²³ Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

Figure VII-5 and **Table VII-12** illustrate that roughly the same proportion of the Job Service cohort received California UI after program participation (22.4 percent) as received California UI before program participation (22.2 percent).

FIGURE VII-5
MEASURE 5: CHANGE IN UI STATUS
BEFORE AND FIRST YEAR AFTER PROGRAM PARTICIPATION
1996-97 JOB SERVICE COHORT

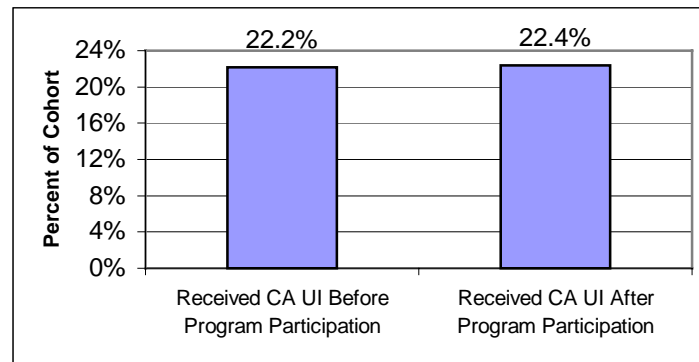


TABLE VII-12
MEASURE 5: CHANGE IN UI STATUS
1996-97 JOB SERVICE COHORT

BEFORE PROGRAM PARTICIPATION STATUS			AFTER PROGRAM PARTICIPATION STATUS			
			Received CA UI		Did Not Receive CA UI	
	Number	Percent	Number	Percent	Number	Percent
Received CA UI	13,614	22.2%	6,503	47.8%	7,111	52.8%
Did Not Receive CA UI	47,708	77.8%	7,354	15.4%	40,354	84.6%
Total	61,322		13,757	22.4%	47,465	77.4%

The 6,503 members of the Job Service cohort (10.6 per cent of the total program cohort) who received California UI both before and after program participation showed almost no change in the annual average number of weeks of California UI received, as shown in **Table VII-13**.

TABLE VII-13
MEASURE 5: CHANGE IN WEEKS OF UI RECEIVED
BEFORE AND AFTER PROGRAM PARTICIPATION²⁴
1996-97 JOB SERVICE COHORT

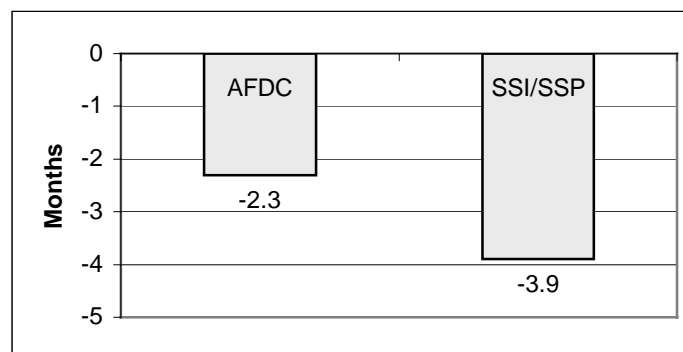
BEFORE PROGRAM PARTICIPATION STATUS		RECEIVED CA UI AFTER PROGRAM PARTICIPATION	Change in Annual Average Number of Weeks of CA UI
	Annual Average Number of Weeks of CA UI	Annual Average Number of Weeks of CA UI	
Received CA UI	12.1	12.3	+0.1
Did Not Receive CA UI	0.0	13.0	+13.0

Measure 6: Change in Status from Tax Receiver to Tax Payer

This measure was calculated for those members of the Job Service program cohort who received Aid to Families with Dependent Children (AFDC), or Supplemental Security Income/State Supplementary Payments (SSI/SSP), in the 12 months before program participation.

Figure VII-6 summarizes the change in number of months of AFDC and SSI/SSP from before to the first year after program participation for the 1996-97 Job Service cohort.

FIGURE VII-6
MEASURE 6: CHANGE IN MONTHS OF BENEFITS RECEIVED BEFORE AND
FIRST YEAR AFTER PROGRAM PARTICIPATION
1996-97 JOB SERVICE COHORT



²⁴ The California Unemployment Insurance (UI) and Base Wage databases do not include federal employees, self-employed individuals, certain public officials, some family and household domestic workers, workers while on strike, or persons not in the workforce.

The change in number of months of AFDC and SSI/SSP from before to the first year after program participation for both the 1995-96 and 1996-97 Job Service cohorts are presented in **Table VII-14**. For both cohorts, there was a reduction in the number of months of AFDC after program participation and in the number of months of SSI/SSP from before to after.

TABLE VII-14
MEASURE 6: AVERAGE MONTHS OF RECEIVING PUBLIC BENEFITS
BEFORE AND AFTER PROGRAM PARTICIPATION

Months	1995-96 Cohort		1996-97 Cohort	
	AFDC (n=13,812)	SSI/SSP (n=546)	AFDC (32,856)	SSI/SSP (n=486)
Average Months Receiving Benefit Before Program Participation	10.3	10.8	10.6	10.1
Average Months Receiving Benefit After Program Participation	8.3	9.8	8.3	6.2
Change in Annual Average Months	-2.0	-1.1	-2.3	-3.9

E. DETAILED TABLES

On the following pages are the detailed summary tables of the PBA system performance measures for each of the population subgroups submitted by Job Service. The standard data tables are presented in the following order:

1996-97 Job Service Cohort: Measures 1, 3, 5, and 6

1995-96 Job Service Cohort: Measures 2 and 4

Accompanying this report are the detailed tables of the performance measures for the Job Service program cohort by demographic characteristic. All Job Service data are reported at the state agency level only, since there were no reporting districts or other sub-state organization identified. The standard data tables may be accessed on California's Workforce Investment website: www.calwia.org.

Please note that in the computer generated tables, asterisks (**) are used to denote suppressed data when there were four, three, two, one or zero employment data points in a given cell.